



Wellspring Academy Trust: Exclusions Recommendations for Academies

Successful schools/academies often share a number of features that help to create and sustain their success:

- Committed, highly visible leaders, with ambitious goals, supported by a strong leadership team
- Effectively communicated, realistic, detailed expectations understood clearly by all members of the school
- Highly consistent working practices throughout the school
- A clear understanding of what the school culture is and the values it holds
- High levels of staff and parental commitment to the school vision and strategies
- High levels of support between leadership and staff
- Attention to detail and thoroughness in the execution of school policies and strategies
- High expectations of all students, and a belief that all students matter equally

As an inclusive organisation, Wellspring Academy Trust believes that:

All academies should develop a supportive culture where exclusion is seen as an absolute final resort and where best endeavour is used by all school leaders to avoid permanent exclusion from school.

Fixed term exclusion should be viewed not as a sanction but as a mechanism to provide support and plan interventions.

Academies are encouraged to find alternatives to the use of fixed term exclusion with an understanding that its use is sometimes unavoidable.

In order to achieve these goals, academy leaders will be supported and encouraged to:

- Develop high quality behaviour policies and systems that allow all children to prosper and flourish.
- Develop expertise in restorative practice, post incident learning, behaviour management and personalisation.
- Explore, with sophistication, the reasons why children display challenging behaviour and develop strategies to address this.
- Develop alternatives to fixed term exclusion and create cultures that see permanent exclusion as a rare and last option.
- Deliver high quality SEND interventions and develop appropriate strategies to support children with additional needs.

'For a person to "grow", they need an environment that provides them with genuineness (openness and self-disclosure), acceptance (being seen with unconditional positive regard), and empathy (being listened to and understood).

Without these, relationships and healthy personalities will not develop as they should, much like a tree will not grow without sunlight and water. Cal Rogers